

WHDF, WHNT
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

Statement of EEO Policy

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire e
Reporter/MMJ	1-4, 8-10, 15-16, 18-22, 26-29, 31, 33-34, 37	29
Reporter/Multi-Media Journalist	1-4, 8-10, 15-16, 18-22, 26-29, 31, 33-34, 37	29
Digital Sales Coordinator	1-5, 7-10, 13-23, 26-37	10
Producer	1-10, 14-23, 26-37	6
Photographer	1-4, 8-11, 15-16, 18-22, 26-29, 31, 33-34, 37	11
Sports Anchor/Reporter	1-4, 8-11, 15-16, 18-22, 26-29, 31, 33-34, 37	11
Asst Dir, Creative Services	1-4, 8-11, 15-16, 18-22, 26-29, 31, 33-34, 37	11
Director/TD	1-4, 8-11, 15-16, 18-22, 26-29, 31, 33-34, 37	11
MMJ/Associate Producer	1-4, 8-10, 15-16, 18-22, 26-29, 31, 33-34, 37	29
Photographer (NE)	1-4, 8-11, 14-16, 18-22, 26-29, 31, 33-34, 37	11
MMPA	1-4, 8-11, 14-16, 18-22, 26-29, 31, 33-34, 37	11
Assistant News Director	1-4, 6, 8-10, 15-22, 24, 26-29, 31, 33-34, 37	6

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Assistant Chief Engineer	1-4, 8-10, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Weekend Meteorologist	1-4, 9-10, 15-16, 18-22, 26-29, 31, 33-34, 37	29
Reporter/MMJ	1-4, 9-10, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Administrative Assistant/Programming Coordinator	1-4, 9-10, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Receptionist	1-4, 9-10, 13, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Associate Producer	1-4, 6, 9-10, 15-16, 18-22, 26-29, 31, 33-35, 37	6
Reporter/MMJ	1-4, 9-10, 13, 15-16, 18-22, 25-29, 31, 33-34, 37	25
Reporter/MMJ	1-4, 9-10, 12, 15-16, 18-22, 26-29, 31, 33-34, 37	12
Producer	1-4, 9-10, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Producer	1-4, 9-10, 15-16, 18-22, 26-29, 31, 33-34, 37	10
Reporter/Multi-Media Journalist	1-5, 9-10, 13, 15-16, 18-22, 26-29, 31, 33-34, 37	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 2059825001 Email : abajobs@al-ba.com Fax : 1-205-982-0015 Sharon Tinsley	N	0
2	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
3	Calhoun Comm Coll 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-306-2907 Url : http://www.calhoun.edu Email : nas@calhoun.edu Fax : 1-256-260-2447 Nancy Smith	N	0
4	Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : office@getdss.net Fax : 1-877-335-3990 Renee Scruggs	Y	0
5	Drake Technical 3421 Meridian Street Huntsville, Alabama 35811 Phone : 256-551-3110 Url : http://www.drakestate.edu Email : dana.moore@drakestate.edu Fax : 1-256-551-3142 Dana Moore	N	0
6	Employee Referral	N	6

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7	First Missionary Baptist Church 3509 Blue Spring Rd NW Huntsville, Alabama 35802 Phone : 256-852-2907 Url : http://www.fmhc.org Email : clandry@fmhc.org Fax : 1-256-852-5975 Carolyn Landry	N	0
8	Florida Institute of Technology 150 W. University Blvd Melbourne, Florida 32901 Phone : 321-674-8102 Url : http://www.fit.edu Email : career@fit.edu Fax : 1-321-674-8065 Renee Couperthwaite	N	0
9	Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : http://www.hsv.k12.al.us/dept/etv/cont.html Email : Keith.Ward@hsv-k12.org Fax : 1-256-428-7861 Keith Ward	N	0
10	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	19
11	Internal Transfer/Promotion	N	7
12	Job Fair	N	1
13	Linked In	N	5
14	Middle TN State University 1301 E Main Street Murphreesboro, Tennessee 37132 Phone : 615-898-2105 Url : http://www.mtsu.edu Email : doneal@mtsu.edu Fax : 1-615-898-5478 Dennis Oneal	N	0

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15	NAACP P.O. Box 6452 Macon, Georgia 31208 Phone : 478.745.9944 Email : naacpmacon@cox.net Fax : 1-478-752-5161 Career Service	N	0
16	NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson	N	0
17	NAACP 1204 MArtin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp@bellsouth.net Fax : 1-912-233-3088 Al Scott	N	0
18	NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingr@aol.com Fax : 1-504-821-3221 Antionette Mallet	N	0
19	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
20	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 2566384418 Email : whittens@nacc.edu Sherry Whitten	N	0
22	NW Shoals Community College 800 George Wallace Blvd Muscle Shoals, Alabama 35661 Phone : 256-331-5207 Url : http://www.nwscc.edu Email : moates@nwscc.edu Fax : 1-256-331-5322 Marchia Oates	N	0
23	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : spaul@oakwood.edu Fax : 1-256-726-7139 Sonia Paul	N	0
24	Other Source	N	1
25	Staffing Agency Referral	N	1
26	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Url : http://www.stillman.edu Email : jcurrie@stillman.edu Fax : 1-800-841-5722 Jacqueline Currie	N	0
27	Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-362-0206 Url : http://www.talladego.edu Email : brhoden@talladega.edu Fax : 1-256-761-6450 Brenda Rhoden	N	0

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28	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	9
29	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	11
30	Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : rburden@mytu.tuskegee.edu Fax : 1-334-727-8258 Sarah Stringer	N	0
31	Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : http://www.uah.edu Email : chargerjobs@uah.edu Fax : 1-256-824-6039 Carrie Unknown	N	0
32	University of Alabama 330 Ferguson Center 751 Campus Drive Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Email : cmgentry@sa.ua.edu Fax : 1-205-348-5852 Chad Gentry	N	0

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33	University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2843 Url : http://www.memphis.edu Email : commdept@memphis.edu Fax : 1-901-678-3607 Curt Guenther	N	0
34	University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Email : jyoung3@montevallo.edu Fax : 1-205-665-6255 Jah'zmin Young	N	0
35	University of South Alabama University of South Al Meisler Hall Ste 2500 Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu Email : dingram@usouthal.edu Fax : 1-251-460-6091 Delia Ingram	N	0
36	WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : deanna.medley@whnt.com Deanna Medley	N	0
37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	2/12/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a panel speaker at Randolph High School. He spoke about careers in journalism and the broadcast industry.	1	News Anchor
2	5/7/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a panel speaker at the University of North Alabama School of Communications. She spoke about careers in the broadcast industry.	1	VP, Creative Services
3	5/16/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker to The University of Alabama School of Journalism. He spoke about careers in the broadcast industry.	1	Anchor
4	5/20/2019	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The SEU hosted one (1) intern from Western Kentucky University, one (1) student from Mississippi State University, and one (1) intern from Middle Tennessee State University during the 2019 Summer Semester.</p>	1	Executive Producer
5	8/7/2019	Participation in Job Fairs	The SEU participated at the NABJ Convention and Career Fair. SEU personnel met with potential job applicants.	4	Sr Director Talent Acquisition Talent Acquisition Manager HR Director HR Manager
6	9/27/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker to North Sand Mountain and Flat Rock High Schools. He spoke about careers in the broadcast industry.	1	Chief Meteorologist